



AN ACT REVISING LAWS GOVERNING LOCAL GOVERNMENT EMPLOYEE INCENTIVE PROGRAMS TO ALLOW FOR LIMITED INCENTIVE AWARDS FOR PARTICIPATION IN PROGRAMS DESIGNED TO IMPROVE EMPLOYEE HEALTH AND SAFETY; AMENDING SECTIONS 7-4-501, 7-4-505, AND 7-4-506, MCA; AND PROVIDING AN IMMEDIATE EFFECTIVE DATE.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 7-4-501, MCA, is amended to read:

"7-4-501. Establishment of program -- award value limited. (1) A governing body may develop and administer an employee incentive award program to appropriately recognize and monetarily reward local government employees in a timely manner for:

(a) suggestions or inventions that contribute to the efficiency, economy, or other improvement of local government by reducing costs of governmental operations; or

(b) participation in or successful completion of a program designed to improve employee health or enhance employee safety.

(2) An award to an individual under this part may not exceed \$50 in value."

Section 2. Section 7-4-505, MCA, is amended to read:

"7-4-505. Eligibility for award. (1) Except as provided in subsection (2), an employee may be eligible for an incentive award if:

(a) the employee's suggestion or invention results in:

~~—— (a) eliminating or reducing an agency's expenditures; or~~

~~—— (b) improving services to the public by permitting more work to be accomplished without increasing the cost of governmental operations; or~~

(b) the employee participates in or successfully completes a program designed to improve employee health or enhance employee safety.

(2) (a) An employee may not be eligible for an incentive award under subsection (1)(a) if the employee's suggestion or invention directly relates to the employee's assigned duties and responsibilities unless the proposal ~~is so superior or meritorious as to warrant~~ warrants special recognition as determined by the governing body.

(b) Suggestions or inventions relating to the following matters may not be considered for awards:

- (i) personnel grievances;
- (ii) classification and pay of positions;
- (iii) matters recommended for study or review; and
- (iv) proposals resulting from assigned or contracted audits, studies, surveys, reviews, or research."

Section 3. Section 7-4-506, MCA, is amended to read:

"7-4-506. Agency head to grant award. After an agency implements an employee's suggestion or invention and the amount of monetary savings to the local government is estimated or an employee participates in or successfully completes a health or safety program, an agency head, upon written application to and approval from the governing body and the incentive awards advisory council, if there is ~~such~~ a council, may grant an incentive award to an employee whose proposal or activity meets the requirements of 7-4-505."

Section 4. Effective date. [This act] is effective on passage and approval.

- END -

I hereby certify that the within bill,
HB 0230, originated in the House.

Chief Clerk of the House

Speaker of the House

Signed this _____ day
of _____, 2009.

President of the Senate

Signed this _____ day
of _____, 2009.

HOUSE BILL NO. 230

INTRODUCED BY E. MCCLAFFERTY, BOSS RIBS, COHENOUR, EBINGER, MACDONALD, MALEK,
P. NOONAN, SESSO

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